User Report

Aboriginal Policing Series

Solicitor General Canada
Ministry Secretariat

Canada

Julie Jarvis

INVENTORY OF ABORIGINAL POLICING PROGRAMS IN CANADA

PART I: ABORIGINAL POLICE OFFICER DEVELOPMENT AND POLICING

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INVENTORY OF ABORIGINAL POLICING PROGRAMS IN CANADA

INTRODUCTION TO THE SERIES

A. Background to the Survey

As part of an ongoing effort to improve policing policies and programs for Aboriginal communities in Canada, the Ministry of the Solicitor General of Canada surveyed selected federal, provincial and municipal police services in early 1991 to solicit information on their current Aboriginal peoples policing policies and programs. The objective of the survey was to compile and publish an overview of police initiatives targeted at Aboriginal peoples to serve as a resource document for police officials wanting to develop or expand special initiatives. In order to make the results more accessible and readable, the survey has been published as a series of seven reports.

B. Survey Methodology

The survey targeted 430 police services responsible for providing services to Aboriginal communities or to communities with a significant Aboriginal population. The majority of participants were police services providing front-line policing for local communities (including municipal and First Nations forces, Royal Canadian Mounted Police (RCMP) and Ontario Provincial Police (O.P.P.) detachments). Other participants included units at the divisional and Headquarters level of the O.P.P., Sûreté du Québec and the RCMP.

The survey questionnaires requested information on specific initiatives, including:

- Training and Development Programs for Aboriginal police officers;
- Cultural Awareness Training Programs for non-Aboriginal police officers; and
- Special Programs for Aboriginal communities (i.e., crime prevention, victims assistance, drug and alcohol abuse, family violence, child sexual abuse, youth and others).

The participants completed individual questionnaires for each program and initiative identified.[1]

C. Response

Through this survey, 203 respondents identified close to 460 individual initiatives.

Many detachments made reference to the same provincial, divisional or national initiatives. Duplicated references of programs are included in the total number of initiatives identified.

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1. In some cases, respondents used one survey questionnaire to describe several programs. Wherever possible, these initiatives have been divided and categorized as separate initiatives.

D. Interpretation of the Findings

A key feature of the survey questionnaire was that it left the definition of what constitutes a "police-based" Aboriginal policing initiative to the discretion of respondents. As a result, this concept was widely interpreted. All divisional, provincial and national police participants identified strictly police-based or operated initiatives, whereas front-line police respondents tended to rely on a broad interpretation of Aboriginal policing, including many examples of inter-agency and police-community partnerships. The overall response included the following types of initiatives:

- general or specific references to nation- or province/division-wide initiatives;
- local- or detachment-level implementation of national or provincial Aboriginal policing initiatives;
- local- or detachment-level implementation of other national or provincial policing initiatives in Aboriginal communities (with or without modifications for Aboriginal communities);
- initiatives developed by police on an individual basis to meet the unique requirements of local communities (including those developed in cooperation with other local agencies and/or community members); and
- information on police involvement in, and contributions to, initiatives initiated by other agencies/organizations or by the community.

E. Highlighted Initiatives

In undertaking the survey, it was found that many programs had shared characteristics. To avoid considerable duplication of descriptions, we selected as highlighted initiatives the 100 most comprehensive program descriptions. These form the major part of the seven reports. In addition, at the end of each report similar initiatives were referenced by providing a contact person. Therefore, those seeking information on a particular initiative could refer to those initiatives highlighted and those found in the additional responses section at the end of each report.

F. Organization of the Reports

The information obtained through the survey has been compiled into a seven-part inventory and published as a series of reports:

I. Aboriginal Police Officer Development and Policing
II. Aboriginal Cultural Awareness
III. Increasing Access to Policing Services
IV. Police-Community Communication and Liaison
V. Focus on Youth
VI. Taking Action Against Substance Abuse
VII. Meeting the Needs of Victims and Offenders

Additional Information Gathering

To supplement and clarify the information provided through questionnaires, the author held follow-up consultations with more than 100 police services. In addition, and to the extent possible, the national and provincial policing initiatives directing local program development have been identified.

The highlighted initiatives represent a cross-section and an overview of Aboriginal policing as it is currently being implemented in communities across Canada.

The information for each highlighted initiative has been organized to emphasize the following types of information:

Police and Community Profile

This section contains the following information:

- jurisdiction of police service;
- number and size (population) of Aboriginal communities within the jurisdiction;
- location and accessibility of Aboriginal communities within the jurisdiction;
- number of police officers providing service; and
- number of Aboriginal police officers providing service.

The information for these profiles was provided by the respondents. In cases where police services could not provide the information, an effort was made to supplement the profile with information based on 1986 census data. In the cases of the RCMP Divisions, the information was taken from data provided by the RCMP.

History and Development

Wherever possible, this section provides the following information on each initiative:

- who is responsible for initiating the program or policy;
- the date (month and/or year) of implementation;
- the purpose and objective(s) of the program or policy;
- the target group or focus of the program or policy; and
- pertinent background information on the program, policy or process of implementation.

In particular, this section highlights the contributions of police services.

Aboriginal Community Input

This section outlines the following:

- any consultation process with Aboriginal community members prior to program implementation; and
- mechanisms to facilitate Aboriginal community input on an ongoing basis.

Participants and Target Groups

This section specifies the individuals and organizations involved in the development and implementation of the program and the groups for whom the policy or program was developed.

Design and Delivery

Where possible, this section provides the following information:

- individuals and/or organizations responsible for program design;
- individuals and/or organizations responsible for program implementation;
- description of policy or program content; and
- description of policy or program implementation and operation.

Funding

Where possible, this section provides the following information:

- the total budget or cost of the program;
- the sponsor(s) (i.e., funding bodies);
- contributions in kind; and
- status of funding.

Outcomes and Evaluations

This section contains the following information, where available:

- respondents' comments regarding police and/or community response to the initiative;
- specific related developments which have emerged as a result of the policy or program;
- specific accomplishments related to the initiative;
- the status of policy or program development or implementation; and
- the status of program or policy evaluation, both formal and informal.

Contact

Individuals responsible for either completing and returning survey questionnaires and/or providing additional information have been identified in this section. If the respondent was not identified, the contact is shown as the Chief of Police or Detachment Commander. These individuals are not responsible, however, for the final content of the reports.

If a respondent identified a program offered by other police departments or outside agencies involved in the program, these police departments and/or agencies were, where necessary, contacted for supplemental information. They are also included as contacts in the descriptions.

Additional Responses

Each report in the series includes in addition to the highlighted programs a section called Additional Responses. This section groups initiatives similar to those highlighted that were identified by survey respondents but not highlighted in the report.

PART I: ABORIGINAL POLICE OFFICER DEVELOPMENT AND POLICING

1. INTRODUCTION

This report is the first in a series of seven on Aboriginal Policing Programs in Canada. Part I outlines the information provided by respondents concerning the role of Aboriginal police officers in the policing of Aboriginal communities. Highlighted in this report are examples of current Aboriginal policing arrangements which employ Aboriginal police officers, training initiatives for Aboriginal police officers, and strategies for recruiting Aboriginal personnel. This report is divided into four sections: Aboriginal Policing Arrangements; Aboriginal police officer Training; Recruiting : Policies and Practices; and Pre-Employment Training and Education Programs.

Aboriginal Policing Arrangements

In this area, several respondents identified existing Aboriginal policing arrangements as examples of Aboriginal Policing Programs. Consequently, this section highlights examples of the three types of Aboriginal policing services currently in use, including:

- specialized units developed within regular police forces to serve Aboriginal communities;
- Aboriginal policing services operated by Aboriginal communities (with limited jurisdiction); and
- autonomous Aboriginal police services.

Aboriginal Police Officer Training

This section deals with training programs for Aboriginal police officers within regular police forces as well as the training programs offered to First Nations constables and officers of Aboriginal police forces. Initiatives highlighted include:

- On-the-Job and field training provided by the RCMP for limited jurisdiction police officers employed by First Nations or Metis communities;
- recruit and officer training provided by an autonomous Aboriginal police service for its personnel; and
- exchange programs between autonomous Aboriginal police forces and Municipal police forces.

Recruiting: Policies and Practices

This section deals with police-based efforts to provide Aboriginal community members with both general information about policing as a career option and specific information about the recruitment process. Highlighted initiatives include:

- direct liaison with community members and the provision of information through presentations and supplemental materials.

In some cases, police identified Ride-Along Programs as a strategy for exposing interested individuals to police work.

Pre-employment Training and Education Programs

This section deals with police support for, and involvement in, a range of development and training programs for potential recruits. These initiatives provide opportunities for skills development, work experience, and, in some cases, general educational upgrading. In some cases, police are directly involved in the programs, providing both temporary placement opportunities and instruction. In other cases, police cooperate with other criminal justice agencies and police forces to support programs operated by educational institutions. Highlighted initiatives include:

- a police-based recruit development program providing individualized support and assistance to achieve basic recruit standards;
- police collaboration with educational institutions to provide educational and skills development programs to potential recruits; and
- police-sponsored temporary work experience programs.

2. ABORIGINAL POLICING ARRANGEMENTS

2.1 Louis Bull Police Service
Louis Bull First Nation
Hobbema, Alberta

Police and Community Profile

The Louis Bull Police Service provides policing services for the community of Louis Bull. Under amendments to the *Alberta Police Act* and a special agreement between the Louis Bull First Nation and the Alberta Solicitor General, the Louis Bull Police Service is fully accredited.[1]

The Louis Bull Police Service has eight sworn police officers, seven paid support staff and two volunteers. Police officers include the Chief constable, a Sergeant and six constables. Nine of the staff members and volunteers are of Aboriginal ancestry.

History and Development

On May 1, 1987, the Council of the Louis Bull First Nation was granted authority by the Solicitor General of Alberta to provide a full policing service for the Louis Bull First Nation.

The Louis Bull Tribal Council established the police service to address the following concerns:

- the high rate of crime in the community, including the destruction of private and First Nation-owned property; and
- the general lack of police services in the community. Due to the geographical location (no major highway runs either adjacent to, or through, the community), there was insufficient police presence in the community and inadequate response time from outside police services.

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1. The following documents have been forwarded by the Louis Bull Police Department with the survey questionnaire and have been used in this description: *An overview of the Louis Bull Police Department*, a copy of the police regulations, *The Louis Bull Police Services By-Law*, and a copy of the evaluation of the police service conducted by the Solicitor General of Alberta.

The Louis Bull Tribal Council established the police service to provide the following:

- 24-hour policing services for the community;
- an Aboriginal police service that could understand the cultural and traditional characteristics of the community; and
- greater community involvement in policing.

The Louis Bull Tribal Council also recognized that the establishment of the police service would further fulfil Treaty #6 obligations in which the community agreed to "maintain peace and good order".

Aboriginal Community Input

Six members of the Louis Bull community serve on a police commission established by the Louis Bull Tribal Council to provide administrative and operational guidelines to the police service.

The police commission performs the following functions:

- receives direction from the Tribal Council and, in turn, provides direction to the Chief constable on administrative and some operational matters;
- makes recommendations to the Council regarding administrative and financial matters concerning the police service; and
- acts as a grievance board in disciplinary matters.

Target Group

The Louis Bull Police Service serves the residents of the community of Louis Bull.

Design and Delivery

The Louis Bull Police Service provides full 24-hour police service every day of the year. Officers are empowered to enforce the *Criminal Code*, other federal and provincial statutes as well as Band by-laws.

The police service uses a community-based policing approach and officers are involved in the following initiatives:

- Alcohol and Drug Awareness Education Program in school;
- Stay Alert, Stay Safe Alcohol and Recreational Program (sponsored by Canadian Association of Chiefs of Police (CACP);
- community presentations on topics such as home safety;
- an adapted Crime Watch Program; and
- Operation Identification.

In addition, the Louis Bull Police Service is currently creating a Crime Prevention Coordinator position.

The police service works closely with outside agencies including other local police services, court services, social services and community services.

Funding

The annual budget of the Louis Bull Police Service is $669,000. The Louis Bull First Nation provides 99.5 percent of the funding required to operate the police service. In addition, the provincial government provides a per capita grant which represents .5 percent of the program funding.

The Law Enforcement Division, Solicitor General of Alberta, provides Police Officer Recruit Training. In addition, the Calgary Police Service, the Edmonton Police Service, and the RCMP provide in-service training for officers on this force.

Outcomes and Evaluations

The Law Enforcement Division of the Alberta Solicitor General conducted an evaluation of the Louis Bull Police Service in December 1987 which concluded that the police service is functioning at a very acceptable level.

In addition, since the creation of the police service the crime rate has been reduced by approximately 50 percent. In particular, vandalism and alcohol-related driving offenses have been substantially reduced.

Contact

Chief Constable Bruce F. Pollard
Louis Bull Police Service
Box 630
Hobbema, Alberta
T0C 1N0
Tel: (403) 585-4296
Fax: (403) 585-4227

2.2 First Nations Constable Program
O.P.P. First Nations Contract and Policing Branch
Toronto, Ontario

Police and Community Profile

The Ontario Provincial Police (O.P.P.) First Nations Constable Program is a specialized First Nations unit. The program is designed to enhance policing services for Aboriginal communities in the province.

There are an estimated 123 First Nations reserves and settlements in Ontario. One hundred and thirty two O.P.P. First Nations constables provide policing services to 65 of these First Nations reserves and settlements (estimated total population: 45,000) in Ontario.

One regular member of a local detachment is designated as the First Nations liaison officer to liaise with First Nations constables posted to Aboriginal communities. As of January 1991, there were 67 First Nations constable liaison officers. One of these officers is of Aboriginal ancestry.

History and Development

Under a cost-sharing agreement with the federal government, the province of Ontario and participating First Nations communities, the O.P.P. introduced the First Nations Constable Development Program in 1975.[2] The goal of the program is to utilize First Nations police officers in the policing of First Nations communities and to provide employment opportunities for members of First Nations communities.

First Nations constables are empowered to enforce both federal and provincial statutes. First Nations constables work under the direction and supervision of the O.P.P.[3]

First Nations Community Input

The current program is based on the 1989 First Nations Policing Agreement. Under the terms of the agreement, First Nations organizations work with provincial and federal governments to negotiate the mandate of the O.P.P. First Nations and Contract Policing Branch. At present,

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2. On July 18, 1975, Ontario and Canada signed a federal/provincial cost sharing agreement to provide funding for the First Nations Constable Program on First Nations Reserves and Settlements in Ontario. With the signing of this agreement, the Ontario Provincial Police were assigned the overall administration of the program.

3. The twelve First Nations constables for the Six Nations Band are under the direction and supervision of the Six Nations Band Police Commission. The day-to-day operations of the force is under the guidance of the Chief of Police while the First Nations Policing Section (O.P.P.) is responsible for several administrative functions.

the Branch administers the program. Ongoing negotiations will continue and will allow First Nations communities in Ontario to assume responsibility for the program in the future.

In addition, First Nations communities are involved in the selection of recruit candidates. The Chief and Council make the initial selection of candidates to be considered. After the initial screening process by Chief and Council is complete, the O.P.P. and members of the local Council form joint selection committees to make the final decision on the applications.

Participants

Both Aboriginal and non-Aboriginal candidates may apply to become O.P.P. First Nations constables. Members of First Nations communities may enter the program with a minimum education level of grade 10.

Candidates are first selected and hired as First Nations constables (empowered to enforce Band by-laws). The First Nation Council may then apply to the Commissioner of the O.P.P. to have First Nations constables appointed under section 69 of the *Ontario Police Services Act*.

Design and Delivery

The O.P.P. First Nations Contract Policing Branch administers the First Nations Constable Program.

The First Nations constables liaise with regular O.P.P. officers who are appointed liaison officers within each detachment. The First Nations constables perform similar duties as performed by O.P.P. members. With regard to the enforcement of Band by-laws, the First Nations constables are accountable to local Band Councils. Where applicable, the officers report to Councils via First Nations Committees.

Liaison officers report to their respective detachment commander and are responsible for the following:

- liaising with First Nations constables, Band Councils and First Nations Police Committees;
- requisitioning equipment issued to First Nations constables and completing management reports on the First Nations Constable Program;
- personnel evaluation reports and the Management Inspection Program in each First Nation community; and
- day-to-day training of each First Nations constable under their control.

O.P.P. First Nations constables receive the same training as all other O.P.P. officers. Recruit training includes a three-week orientation at the Provincial Police Academy, followed by Level II training at the Ontario Police College in Aylmer, Ontario. O.P.P. officers also receive supplemental training every two years at the Provincial Police Academy. General training courses for O.P.P. officers include:

The Ministry of Public Security of Quebec (Ministère de la sécurité publique du Québec) conducted a formal evaluation of the department. The results have not been forwarded to the police department.

Contact

Chief Gordon McGregor
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Maniwaki, Quebec
J4E 3B4
Tel: (819) 449-6000
Fax: (819) 449-5673

2.4 Special First Nations Constable Program
Eskasoni Police Department
Cape Breton, Nova Scotia

Police and Community Profile

The Eskasoni Police Department provides policing services for the community of Eskasoni.

The Eskasoni Police Department has seven police officers including the Chief of Police, the Deputy Chief, one sergeant and four constables. All officers are of Aboriginal ancestry.

History and Development

The Eskasoni Police Department has been established under the Special First Nations Constable Program.

The Eskasoni community established the police department to compensate for a lack of policing services for the community and a need to address the high level of violent crime in the community.

Aboriginal Community Input

The force is directed by the Eskasoni Police Commission. The First Nation Council and other community groups and advisory committees provide advice and direction on an ongoing basis.

Target Group

The Eskasoni Police Department serves all residents of the community of Eskasoni.

Design and Delivery

The Eskasoni Police Department provides 24-hour service for the Eskasoni community.

In addition to providing law enforcement services, the police officers are involved in community work, volunteer work, youth work and education (e.g., informing the community of their rights).

Officers serve the community (both on duty and during their free time) in the following ways:

- by acting in an advisory and resource capacity for the local Drug and Alcohol Committee;
- by serving as a member of the Children Services Committee;
- by serving as a member of a local church group ;
- by participating in the local Community Advisory Committee; and

- by becoming actively involved with youth, (e.g., hockey, Cubs and Scouts, charities and fund raising).

As an example, during Christmas 1990, officers received donations of 3,000 toys. The officers dressed up in Santa outfits and distributed the toys to children at various pick up points in the community.

Funding

The First Nation Council of Eskasoni and the federal government (INAC) fund the program.

Outcomes and Evaluations

The establishment of the Eskasoni Police Department has resulted in the following outcomes:

- an improved understanding of the roles of both police and community;
- less violence;
- less damage to property; and
- less crime.

Other positive outcomes include:

- a job description being developed for each officer;
- employment opportunities for members of the community;
- community members being policed by members of their own community;
- workshops having been held with the community at large; and
- residents of the community feeling proud of their force and its effectiveness in the community.

The Eskasoni Force has been studied by different groups and other First Nations and has received recognition for its success in policing the community.

Contact

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Eskasoni First Nation
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Fax: (902) 379-2172

3. ABORIGINAL POLICE OFFICER TRAINING

3.1 Field and "On-the-Job" Training for First Nations Constables
RCMP "D" Division
Winnipeg, Manitoba

Police and Community Profile

RCMP "D" Division, located in Winnipeg, is responsible for the provision of policing services in the province of Manitoba.

Within the division, an estimated 41 detachments provide policing services for approximately 115 Aboriginal communities. The total population of these communities is approximately 59,000.

History and Development

In 1988, RCMP "D" Division initiated the "On-the-Job" Training Program. The purpose of the program is to provide First Nations constables with basic training in procedures, investigative methods and techniques. One area of concern is the protection and management of crime sites. It was noted that First Nations constables are very often the first authorities to arrive at the scene of a crime in Aboriginal communities. Consequently, they have considerable responsibility in terms of protecting the scene, arresting suspects and determining witnesses.

The program also provides an orientation to the operation of an RCMP Detachment; and an opportunity for First Nations constables and RCMP personnel to meet and exchange information.

The Field Training Program was introduced by "D" Division Headquarters in 1990 and operates at the detachment level. It was noted that no other form of field training is available to First Nations and community constables in the province.

The overall goal of the training program is to provide effective and efficient policing services in Aboriginal communities.

Aboriginal Community Input

Members of the Aboriginal community are consulted prior to the introduction of all the training programs for First Nations and community constables.

Participants

Detachment Commanders select the individuals who will take part in the "On-the-Job" Training Program. Generally, priority is given to newly appointed First Nations constables who have not received formal training.

All detachments with First Nations or community constables working within their detachment jurisdiction are encouraged by the division to participate in the Field Training Programs.

Design and Delivery

"On-the-Job" Training

First Nations constables are placed for one week at a local RCMP Detachment. During the training period, First Nations constables are given as much experience in detachment operations as possible.

Participants are also familiarized with the *Band and Community Constable Field Training Guide*.

The Detachment Commander determines priority training areas based on the following priorities outlined by RCMP "D" Division:

- arrest procedures including the *Charter of Rights* and searches of arrested persons;
- notebooks and note taking;
- search and seizure including search of motor vehicle;
- statutes applicable to Aboriginal communities;
- interviewing complainants for report purposes;
- crime scene protection including safeguarding and seizing exhibits, locating witnesses by interviewing persons at, or near, the scene;
- completion of investigative forms and reports including complaints, common offence notices, traffic accident reports; and
- assisting the general public including preparing firearms acquisition certificates.

Field Training

RCMP "D" Division recommends that Field Training Programs should be tailored to meet the unique needs of participants. To assist detachment personnel, the Division has produced the *Band and Community Constable Field Training Guide*.[4] The guide is distributed to detachments with First Nations and/or community constables working within the detachment area.

The training needs of First Nations and community constables are diverse. Consequently, the guide recognizes that training requirements vary depending on community location, and on the

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level of education and experience of participants. For example, constables working in semi-isolated areas encounter less provincial statutes enforcement than constables working in southern communities which are accessible to outside visitors.

In addition, RCMP "D" Division offers an annual two week training course for new and senior constables at Division Headquarters Training Facilities. The course covers the *Criminal Code*, operational investigative skills, and other areas.

Funding

The program budget for the "On-the-Job" Training Program is $15,000 per year. Indian and Northern Affairs Canada provides funding for this program.

The Field Training Program is sponsored by "D" Division and participating detachments.

Outcomes and Evaluations

This program has resulted in an increased level of understanding between RCMP officers and First Nations constables.

Contact

Aboriginal Policing Services
RCMP "D" Division
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Box 5650
Winnipeg, Manitoba
R3C 3K2
Tel: (204) 983-2777/8351
Fax: (204) 983-2628

3.2 Joint Policing Exchange
Brandon City Police and Dakota Ojibway Tribal Council
Brandon, Manitoba

Police and Community Profile

Brandon City Police Department provides policing services for the city of Brandon. The city has a population of 40,000. The estimated Aboriginal population is 2,200.

The Brandon City Police Department has 72 members.

The Dakota Ojibway Tribal Council (DOTC) has seven detachments which provide policing services for eight Aboriginal communities (combined population: approximately 9,000).

The DOTC has 23 officers. All members of the force are of Aboriginal ancestry.

History and Development

The Brandon City Police Department initiated the Joint Policing Exchange with the DOTC police as a pilot program in 1990. The Exchange is ongoing and will involve police officers from both police departments.

The goal of the Exchange is to expose Aboriginal and non-Aboriginal police officers to each other's culture and specific policing problems.

Aboriginal Community Input

The Chief of the Dakota Ojibway Tribal Council (DOTC) Police, the Chiefs of the eight Aboriginal communities represented by the DOTC, and the Chief of Police, Brandon City Police Department, operate the Exchange on a cooperative basis.

Participants

Police officers from both the Brandon City Police Department and the Dakota Ojibway Tribal Council Police participate in the Exchange.

The Exchange is open to all members of the Brandon City Police Department. It is included as part of the training program for new recruits, and the Department hopes to have senior members also participating in it.

Design and Delivery

The first Exchange took place on December 12 and 13, 1990. Seven new recruits with the Brandon City Police Department spent two days in seven different Aboriginal communities. During that time, each officer toured the community to which he/she was posted with a DOTC police officer.

During the Exchange members of the police force met with Elders to gain insight into their view of the criminal justice system, and its impact on Aboriginal communities.

An opportunity was also provided for officers to interact with Aboriginal peoples within an Aboriginal cultural environment.

Funding

The DOTC and Chiefs of the eight participating Aboriginal communities share responsibility for the program with the Brandon City Police Department. The Deputy Chief of Support Services, Brandon City Police Department, and the Deputy Chief, DOTC Police, work together to coordinate the program.

The first Exchange cost $4,500. Costs included accommodation and salaries for the seven recruits from the Brandon City Police Department.

Outcomes and Evaluations

Each officer involved in the Exchange will be required to submit a written evaluation.

Arrangements are currently being made to have DOTC officers come to Brandon.

Contact

Deputy Chief R.B. Scott
Brandon City Police Department
P.O. Box 787
Brandon, Manitoba
R7A 5Z8
Tel: (204) 725-2345

3.3 Police Training
Amerindian Police Council
Pointe-Bleue, Quebec

Police and Community Profile

Through the Amerindian Police Council, 73 officers of Aboriginal ancestry provide policing services for 23 Aboriginal communities in Quebec.

Established in 1978, this program is funded by Indian and Northern Affairs Canada.

History and Development

In August 1989, the Amerindian Police Council, in conjunction with the Alma Collège d'enseignement général et professionnel (CEGEP), initiated a training program designed to provide basic policing training for Aboriginal police officers. The training consists of a series of credit courses provided by Alma College, a recognized post-secondary institution.

Aboriginal Community Input

The course was developed by Alma college in conjunction with the Amerindian police force.

Participants

The program is designed to provide training for Amerindian police officers. To be eligible for the training program an individual must meet the following criteria:

- Aboriginal ancestry;
- 19 years of age or older;
- satisfactory health; and
- Secondary V (5 years of high school or the equivalent).

Design and Delivery

The Policing Techniques Training Program consists of four six-week training periods. Two groups are currently participating in the program. They rotate through the program in a six weeks on - six weeks off schedule.

Eleven instructors, including five Amerindian police officers, provide the training. The other six instructors are from the Alma College.

The course curriculum includes the following:

Session 1

- Police Organization and Administration
- Adminstration of Justice
- General Criminology
- Criminal Code I

Session 2

- Criminal Code II
- Young Offenders
- Judo-Karate
- Traffic Laws
- First Aid

Session 3

- Prevention and Community Relations
- Criminal Investigation
- Drugs
- Criminal Code III
- Introduction to the Principles of Administration

Session 4

- Criminal Code IV
- Crisis Intervention
- Physical Education
- Placement

Funding

The training program costs $425,000. The Amerindian Police Council provides the training facilities including residences, gymnasium and training room.

The program is operated in cooperation with the Commission for Professional Development (Commission de formation professionnelle), the Canada Employment Centre, and the Alma CEGEP, which provides instruction and issues official transcripts. The Amerindian Police Council supplements the funding provided by these agencies.

The Amerindian Police Council is currently seeking funding for this program.

Outcomes and Evaluations

To date, the Amerindian Police Council has been satisfied with the program. All participants are continuing training. The first class of officers graduated in March 1991.

A formal assessment is forthcoming.

Contact

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Amerindian Police Council
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3.4 *Indian Act* and By-Laws Education
Amerindian Police Council
Pointe-Bleue, Quebec

Police and Community Profile

Through the Amerindian Police Council, 73 officers of Aboriginal ancestry provide policing services for 23 Aboriginal communities in Quebec.

Established in 1978, this program is funded by Indian and Northern Affairs Canada.

History and Development

In 1989, the Amerindian Police Council developed a booklet and educational program to educate Aboriginal police officers and other community members about the *Indian Act* and Band by-laws.

Through daily contact with the Aboriginal community, Amerindian Police Council identified a need for this program.

Aboriginal Community Input

The Amerindian Police Council consulted members of the Aboriginal community at the outset to develop the necessary curriculum.

Target Group

The program is developed for Aboriginal police officers, First Nations Councils and the general public.

Design and Delivery

Three program staff, including two Aboriginal instructors, coordinate the program.

Videos on the following topics have been developed for use in the program:

- the *Indian Act*; and
- the powers of First Nations Councils.

In addition, a brochure on the *Indian Act* and Band by-laws has been developed.

Specialized instructors make oral presentations and field questions from participants. Instructors utilize videos in presentations and distribute additional written documents.

The program is designed to provide:

- Aboriginal police officers with general information on the provisions of the *Indian Act* which they have to apply;
- community leaders receive information on the *Indian Act* and the identification of their powers and responsibilities under its provisions; and
- members of the community with information about provisions of the *Indian Act* which impact directly on their personal lives.

Funding

The Amerindian Police Council provides staff and technical equipment for the program. Justice Canada provides $217,000 to fund the program.

Outcomes and Evaluations

Although there has been no formal evaluation of the program, it is used frequently by First Nations Councils in the province to help ensure that locally elected representatives are aware of their responsibilities and powers as local legislators.

Contact

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3.5 Training for Special First Nations Constables
RCMP Perth-Andover Detachment
Perth-Andover, New Brunswick

Police and Community Profile

RCMP Perth-Andover Detachment provides policing services in a region encompassing the Aboriginal community of Tobique (population: approximately 865).

Tobique is located approximately 8 kilometres from the Detachment and is accessible by road.

RCMP Perth-Andover Detachment has six officers. One of the officers is of Aboriginal ancestry. In addition, three First Nations constables provide policing services for the Tobique community.

History and Development

In 1989, RCMP Perth-Andover Detachment began offering training for First Nations constables in the Tobique community. The purpose of the program is to provide formal training that is not otherwise available. In particular, as First Nations constables are often the first officers to arrive at the scene of a crime, this training focuses on investigative procedures.

Aboriginal Community Input

The Chief and Council in the community of Tobique provide input into this program.

Participants

The program is designed for First Nations constables who provide policing services for the Tobique community.

Design and Delivery

The training program includes both video training and hands-on experience. First Nations constables also accompany RCMP personnel during their daily routines and ride-along on patrols.

In addition, RCMP "J" Division Headquarters offers two-week training sessions for First Nations constables. These sessions focus on skills development in several areas including human relations and report writing.

Funding

RCMP "J" Division provides funding for the training of First Nations constables.

Outcomes and Evaluations

This program has resulted in a better working relationship between the Aboriginal police officers and RCMP personnel, including an improved mutual understanding of how one another functions.

Contact

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4. RECRUITING: POLICIES AND PRACTICES

4.1 Employment Equity Policy
Edmonton Police Service
Edmonton, Alberta

Police and Community Profile

The Edmonton Police Service provides policing services for the city of Edmonton (population: approximately 567,900).

The Aboriginal population of Edmonton is estimated to be 21,970.

The Edmonton Police Force has approximately 1,100 sworn officers. Eighteen of these officers are of Aboriginal ancestry.

History and Development

In keeping with the goals of the Edmonton Police Service's Employment Equity Policy (currently under review prior to implementation), the Edmonton Police Service has developed a range of strategies which will see to the implementation of the policy.

The proposed Employment Equity Policy is expected to be introduced into the Edmonton Police Service's current Policy and Procedures in 1991. The objectives of the proposed policy include:

- achieving equitable representation of target group members throughout the Edmonton Police Service;
- identifying and removing barriers to the employment, retention and advancement of target group members;
- developing and implementing special initiatives and support programs to redress previous disadvantages of target group members; and
- developing and implementing policies, initiatives and programs which address emerging human resource issues of target group members.

The strategies described in the program description below include general recruiting and human resource strategies relating to all four target groups (visible minorities, Aboriginal peoples, women and the disabled) and several strategies are specifically related to Aboriginal communities.

In general, the Employment Equity Policy will focus on three areas:

- special recruitment initiatives and programs to ensure fair cultural representation in the police ranks;
- multicultural training as an ongoing skill development process to ensure police officers will be better equipped to serve diverse communities; and
- community outreach including the establishment of Community Services Officers, education programs, community-based policing and greater civilian participation in the delivery of police services.

Aboriginal Community Input

The Edmonton City Police has sought input into the Employment Equity Policy from the Aboriginal community through media advertisements, orientation sessions, liaison and voluntary participation.

Target Group

The overall policy is targeted at all employees of the Edmonton Police Service and individuals belonging to the target groups who are seeking employment.

Design and Delivery[5]

General employment equity recruitment strategies related to Aboriginal recruitment will include the following:

- advertisements in a variety of languages and community media;
- workshops for community leaders focusing on policing as a career and elements of the selection and recruiting process;
- presentations at schools and institutions;
- meetings with relevant agencies;
- attending cultural and social functions organized by the communities and agencies; and
- Community Service Officers actively seeking out and encouraging applications from Aboriginal peoples.

In addition, all target group candidates who write the Patrol Constable Entrance Examination are requested to contact the Staff Services Section personally for their results. The participants who fail are encouraged to meet with the Recruiting Unit for guidance and counselling to continue with their pursuit of a career in policing.

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5. The information provided in this section is from: *A Report On Policing a Pluralistic Society: Updating Strategies*. Prepared by the Staff Services Section, Edmonton Police Service: Edmonton, Alberta, 1989.

The Edmonton Police Service has also initiated measures to determine the feasibility of formal developmental training for visible minority and Aboriginal candidates. Such a program would include:

- efforts to raise academic levels to the point of entry level;
- providing appropriate life skills;
- providing insight into policing; and
- providing career-related training.

With regard to the recruitment of members of the Aboriginal community, the Edmonton Police Service has approached the Native Employment Transitional Services (NETS) about conducting a systems analysis of Aboriginal recruitment. The goals of the analysis include:

- establishing new recruitment structures to promote Aboriginal recruitment; and
- coordinating appropriate resources to increase the number of qualified Aboriginal applicants.

In response to this request, NETS and the Native Counselling Services of Alberta (NCSA) have developed a proposal for review. The proposed program targets applicants currently not meeting entry level criteria for post-secondary law enforcement programs and urban police services. The proposed educational program will include training to assist trainees to attain a general education.[6]

The Edmonton Police Service asked NETS to identify and coordinate organizations and government departments willing to contribute financial resources and/or expertise to the project. The Edmonton Police Service advised that, while it could commit time (in-kind) support to the project, budgetary restraints prevent a financial contribution. Consequently, NETS requested support for this program from the following agencies:

- Lethbridge Police Service;
- Calgary Police Service;
- Indian Association of Alberta;
- Metis Association of Alberta; and
- Native Counselling Services of Alberta.

Finally, the Edmonton Police Service is taking steps to ensue that the management of human resources reflects the goals of employment equity. For example, two interviews are conducted during Basic Training to monitor recruit adaptation and integration; recruits are interviewed at the conclusion of the first fourteen weeks of classroom training and at the end of field training. Through the interviews, recruits who are members of the three target groups are given the

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6. This information is based on a proposal submitted to the Edmonton Police Service by the Native Employment Transitional Services, Ltd., August 2, 1990. Respondents noted that funding for this program may not yet be secured.

opportunity to express their views. To date, there have not been any concerns expressed by the members interviewed.

In addition, the service maintains statistical information on the selection of members hired by the Edmonton Police Service.

Funding

The Edmonton Police Service provides overall funding for this initiative. However, each program initiated under the Employment Equity Policy is expected to develop its own funding programs.

Outcomes and Evaluations

To be determined.

Contact

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4.2 Recruitment Program
RCMP "F" Division
Regina, Saskatchewan

Police and Community Profile

RCMP "F" Division, located in Regina, is responsible for the provision of policing services in the province of Saskatchewan.

An estimated 52 detachments in Saskatchewan provide policing services for approximately 137 Aboriginal communities. The total estimated population of these communities is 35,700.

History and Development

Since the inception of an Aboriginal Recruitment Program in 1975, RCMP "F" Division has developed a booklet containing a range of information for potential Aboriginal candidates. The booklet is widely distributed at recruitment presentations in the province.

Aboriginal Community Input

The Aboriginal community did not provide input into the development of the program.

Design and Delivery

The RCMP "F" Division Recruiting NCO and members of the Aboriginal Policing Services Section conduct recruiting information seminars in Aboriginal communities throughout the province. As well, schools with a predominance of Aboriginal youth are also targeted for these presentations.

A booklet has been prepared by "F" Division to distribute at community and school presentations. Entitled *Careers for Aboriginal Peoples in the RCMP*, the booklet provides potential candidates with the following information:

- a list of basic qualifications (physical condition, age, heritage and educational requirements);
- a list of employment benefits;
- an explanation of RCMP training and selection of postings;
- an outline of terms of service requirements; and
- information on rates of pay.

Target Group

Potential Aboriginal candidates for recruitment in the province of Saskatchewan.

Funding

The RCMP provides funding for the program.

Outcomes and Evaluations

In general, RCMP "F" Division reports the following recruitment results:

- there are approximately 300 Aboriginal peoples in the Recruitment Program in Saskatchewan; and
- recruits have also been drawn from the RCMP "F" Division Student Summer Employment Program.

Contact

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4.3 Recruitment Program - First Nations Peoples
Thunder Bay Police
Thunder Bay, Ontario

Police and Community Profile

The Thunder Bay Police Service provides policing services to the city of Thunder Bay (population: approximately 20,000 people). The Aboriginal population in Thunder Bay is approximately 6,000 to 8,000. This figure fluctuates as community members move from outlying communities into the city and vice versa; it also includes students who are flown in from northern Aboriginal communities to attend city schools.

There are three Aboriginal communities in the Thunder Bay area: Fort William borders the city, and two others are located within 80 kilometres of Thunder Bay.

The Thunder Bay Police has 198 uniformed officers and 58 civilian members.

History and Development

In 1990, the Thunder Bay Police Service introduced a Recruitment Program for First Nations peoples to attract potential candidates for policing in the Thunder Bay district area.

Target Group

The program is aimed at First Nations peoples in the Thunder Bay district area.

Aboriginal Community Input

First Nations community members provide input into the program via the Recruitment Sub-Committee of the Thunder Bay Police-Community Relations Committee.

Formed in 1988, the Thunder Bay Police-Community Relations Committee includes five Thunder Bay police officers, four Aboriginal community representatives and three representatives of other local cultural groups. The Recruitment Sub-Committee is one of three sub-committees of this group.

Design and Delivery

The Recruitment Program consists of a series of information workshops held in First Nations communities. The recruitment officer travels to all the Aboriginal communities in the area to give these information sessions. An Aboriginal police officer or a representative of the Thunder Bay Indian Friendship Centre accompany the recruitment officer.

In 1990, the Recruiting Sub-Committee of the Thunder Bay Police-Community Relations Committee organized the first two recruiting workshops (The recruitment officer is a member of this sub-committee). The workshops were held in community halls in the participating First Nations communities.

Through the information sessions, community members obtain information on the following:

- the Thunder Bay Police Service; and
- the entry requirements for joining the service.

Funding

The Thunder Bay Police Service provides funding for the program.

Outcomes and Evaluations

Whereas in 1989 only three members of First Nations communities applied to enter the Thunder Bay Police Force, in 1990, after two information workshops, 30 First Nations individuals applied for entry. The total number of applicants for 1990 was 321.

All Aboriginal applicants at the 1990 training seminar for the Thunder Bay Police met the basic requirements for application. Respondents note this indicates an improved understanding of the application requirements in the community.

Contact

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4.4 Aboriginal Outreach Recruitment Initiative
Metropolitan Toronto Police Force
Toronto, Ontario

Police and Community Profile

The Metropolitan Toronto Police Force provides policing services for Metropolitan Toronto which has an estimated population of 3,800,000.

The Aboriginal population of Metropolitan Toronto is approximately 35,000.

The Metropolitan Toronto Police Force has 5,600 officers. Ten officers are of Aboriginal ancestry.

History and Development

In October 1989, the Metropolitan Toronto Police Force began an Aboriginal Outreach Initiative. The main goal of the Initiative is to attract and recruit Aboriginal police officers.

This Initiative is based on employment equity goals and objectives outlined by the Solicitor General of Ontario.

Aboriginal Community Input

The Metropolitan Toronto Police solicits input into the program from Aboriginal community members in the Toronto area.

Target Group

The Initiative is aimed at Aboriginal individuals, 18 years of age and older.

Design and Delivery

The Aboriginal liaison officer, the Inter-Community Relations Officer, and personnel from the Recruiting Unit work together to implement the Initiative.

The program relies on general recruiting visual aids.

Funding

The Metropolitan Toronto Police Services Board provides funding for the program.

Outcomes and Evaluations

A computerized applicant tracking system has recently been installed. Consequently, a formal evaluation is forthcoming.

Contact

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4.5 Aboriginal Recruitment Program
RCMP "H" Division
Halifax, Nova Scotia

Police and Community Profile

RCMP "H" Division, located in Halifax, is responsible for the provision of policing services in the province of Nova Scotia.

Within the Division, an estimated 15 detachments provide policing services for 13 Aboriginal communities. The total population of these communities is approximately 6,000.

History and Development

In 1990, the Royal Commission on the Donald Marshall, Jr. Prosecution recommended that the RCMP create an Aboriginal and Visible Minority Recruitment Officer position and implement a Recruitment Program designed to accomplish the following:

- increase the awareness of Aboriginal and visible minority individuals regarding career opportunities with the RCMP;
- encourage eligible individuals to apply to the RCMP; and
- assist candidates in meeting basic qualifications.

In August 1990, RCMP "H" Division implemented the Aboriginal Recruitment Program (subject to review in 1992). The objectives of the program include:

- encouraging interest in policing careers among the Aboriginal and visible minority communities in the province; and
- becoming more effective and responsive to the needs of Aboriginal and visible minorities communities throughout Nova Scotia.

No formal policy has yet been developed in respect to this program.

Aboriginal Community Input

The extent to which the Aboriginal community had input into the implementation of this program is unknown.

Target Group

The program is targeted at members of the Aboriginal and visible minority communities with an emphasis on youth.

Design and Delivery

The Aboriginal and Visible Minority Recruitment Officer coordinates the program. The officer encourages and help those individuals who meet RCMP entrance requirements to apply to the force.

The program includes the following:

- distributing information pamphlets;
- showing videos on the RCMP and basic recruit training;
- advising interested individuals about the skills and knowledge needed to meet RCMP requirements;
- informing Aboriginal candidates about the Aboriginal Constable Development Program; and
- providing information about the range of career opportunities available within the RCMP.

Respondents note that, at the detachment level, other RCMP personnel are indirectly involved in the Recruitment Program via Police-Community Relations activities, plus recruiting displays and presentations. At RCMP "H" Division, the Officer-in-charge of Aboriginal and Visible Minority Policing is also involved in Aboriginal recruitment.

Funding

The RCMP provides funding and personnel for the program.

Outcomes and Evaluations

To date, the program appears to be having a positive impact as indicated by the following:

- the number of walk-in applicants; and
- an increase in telephone inquiries.

An evaluation of the Aboriginal and Visible Minority Recruitment Officer position will be undertaken when sufficient data has been compiled to facilitate comparisons. Meanwhile, monthly reports are being filed.

Contact

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5. PRE-EMPLOYMENT TRAINING AND EDUCATION PROGRAMS

5.1 Aboriginal Constable Development Program (ACDP)
Aboriginal Policing Services Directorate
RCMP Headquarters
Ottawa, Ontario

Police and Community Profile

RCMP Headquarters in Ottawa is the policy centre for RCMP policing services in Canada.

Policing services are provided by the RCMP in the Northwest Territories and the Yukon. In addition, the RCMP has been contracted to provide policing services in all provinces except Quebec and Ontario.

The Aboriginal Policing Services Directorate, RCMP Headquarters, develops and implements national policing policy and programs for Aboriginal communities served by the RCMP. In addition, specific initiatives may be introduced by other Directorates, including, for example, Training, Recruitment, Crime Prevention and Drug Enforcement.

History and Development

In 1990, based on the recommendations of a study conducted by the RCMP,[7] the Aboriginal Policing Services Directorate introduced the Aboriginal Constable Development Program (ACDP). The program is designed to encourage the recruitment of Aboriginal individuals.

In order to increase the number of Aboriginal individuals eligible to join the RCMP, the ACDP program focuses on assisting in the development of candidates to meet the RCMP basic entrance requirements.

The program is designed to allow newly-engaged Aboriginal constables who do not meet all of the constable entrance requirements, to pre-qualify prior to Basic Recruit Training (BRT) at the RCMP Training Academy.

The overall objective of the ADCP is to contribute to a more effective and responsive service for Aboriginal peoples through the increased employment of Aboriginal individuals in the policing role.

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7. R.D.H. Head, *Policing for Aboriginal Canadians - The R.C.M.P. Role* (Ottawa, 1989).

The ADCP is described in the RCMP Headquarters Administration (policy) Manual, under the subject: Aboriginal Constable Development Program. An Aboriginal Constable Development Program - Training Standard has also been published by the RCMP and is available from Headquarters.

Aboriginal Community Input

The RCMP National Aboriginal Advisory Committee provides ongoing advice and direction to the RCMP at the national level with respect to this and other initiatives.

Target Group

The ADCP is targeted to those individuals of Aboriginal ancestry (19 years of age or older) who are Canadian citizens and interested in a career with the RCMP, but do not meet the RCMP Basic Recruitment Training Entrance Standards.

Candidates must be of good character, possess basic skills and education to be able to attain grade 12 or equivalent, in the province or territory of residence, and meet basic medical standards as set out for RCMP constables. It is also preferred that candidates posses at least one year of work experience, full-time or seasonal, including trapping, fishing, hunting, etc.

Design and Delivery

The ADCP is a two-year work/study program. Participants attend educational upgrading courses and receive "On-the-Job" supervision and instruction from RCMP officers.

Provincial Departments of Education take responsibility for providing the educational component of the program, including:

- initial assessments of program candidates to determine educational levels; and
- upgrading and/or life skills educational programs.

The ADCP participants are appointed "peace officers" for the duration of the program. These constables can only exercise the powers of a peace officer while on duty and in the company and under the direction of the RCMP.

Each candidate is under the direct supervision of a "trainer", who is selected by the Detachment Commander. The officer selected for this position must have at least three years service with the Force, preferably five or more, and demonstrate an interest to accept the responsibilities of a trainer.

To meet RCMP eligibility requirements within a two year period, participants must satisfy the following requirements:

- meet the grade 12 equivalency standard;
- gain an understanding of the RCMP, including the roles and responsibilities of the RCMP, and its individual members;
- acquire work related experience and skills;
- support effective participation within the force;
- perform general administrative tasks;
- meet the fitness Physical Ability Requirement Evaluation (PARE) of the Basic Recruit Training (BRT) entrance standards;
- acquire a valid drivers licence; and
- assist in performing specified operational duties.

If the goals are not met within the two year period, an application can be made to the Director of Training in the RCMP to request an extension. However, if, after the two years period, there is no expectation that the member will be able to meet the basic requirements with the extension, he/she will be discharged.

Funding

The RCMP provides funding and personnel for the ACDP Program. Provincial Departments of Education provide instructors and classrooms for the educational component of the program.

Outcomes and Evaluations

Built-in evaluation components include:

- initial evaluations of the program candidates by RCMP and educational instructors;
- ongoing (weekly, bimonthly, and final) evaluations of applicant's progress; and
- individual evaluations of the program made by participants on completion of the program.

An overall evaluation of this program will be conducted when a sufficient data base has been developed.

Contact

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5.2 Criminal Justice Studies Training
Native Education Centre
Vancouver Police Department
Vancouver, British Columbia

Police and Community Profile

The Vancouver Police Department provides policing services for the city of Vancouver (population: approximately 500,000).

More than 10,000 Vancouver residents are of Aboriginal ancestry.

History and Development[8]

The Vancouver Police Department, in conjunction with representatives of other local law enforcement and criminal justice agencies, provides input into the Criminal Justice Studies Program at the Native Education Centre (N.E.C.) in Vancouver. Representatives of various criminal justice agencies serve on an Advisory Committee for the program. The committee includes representatives of the following agencies:

- Crown Counsel;
- Parole Service;
- Probation;
- Justice Institute;
- Vancouver Police Department;
- RCMP;
- Ports Canada Police; and
- New Westminster Police.

The Committee meets approximately twice per year, often following the student practicums, to provide feedback regarding course content. Committee members who sponsored practicum students, provide direct input describing student performances and make practical recommendations.

In 1990, a member of the Vancouver Police Department acted as an instructor in the Criminal Justice Studies Program. In addition, participants in the program may complete practicums with the Vancouver Police Department.

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8. This description is based on the following documents: the *1991-1992 Student Handbook and Program Calendar* provided by the Native Education Centre, and *A Program Overview: Native Criminal Justice Studies Program* provided by the Vancouver Police Department.

In 1989, the N.E.C. introduced the Native Criminal Justice Studies Training Program to assist qualified Aboriginal students to gain entry into law enforcement careers. In 1990, the Centre expanded the focus of the program to prepare students for work in a variety of settings within the criminal justice field.

The N.E.C. purchased the course from Douglas College, which continues to provide the instructors and course materials. The program is designed to assist Aboriginal peoples to gain the necessary theoretical and practical skills to enable them to attain entry level employment in the criminal justice field or continue further academic training.

Aboriginal Community Input

Student evaluations provide ongoing evaluation of the program. Each student critiques the course and makes recommendations for the following term.

Participants

The program is open to students of Aboriginal ancestry. Participants must meet the following requirements:

- grade 12 or the General Equivalent Diploma (GED);
- two letters of reference;
- 20 years of age or older;
- physically fit;
- an academic assessment at the N.E.C.;
- a valid British Columbia driver's licence or the ability to get one;
- written permission allowing the N.E.C. to do a criminal record check; and
- a personal interview with the program's Admissions Committee.

There are 15 to 20 Aboriginal students enroled in the program each year. The students represent First Nations from all parts of British Columbia.

No tuition fees are required for the program. Students enroled in the program may receive a small allowance from Employment and Immigration Canada for the duration of the program. Many students are sponsored by their First Nation.

Design and Delivery

The Native Criminal Justice Studies Program combines academic instruction with experimental learning experiences (practicums). The 47-week course begins in September and finishes in July. The course is divided into two terms (5 courses per term).

The program is offered at the N.E.C. and taught by instructors provided by Douglas College. Instructors are also brought in from criminal justice agencies to teach specific courses. In 1990,

for example, the Vancouver Police Department provided an instructor for the "Introduction to Policing" course.

The program curriculum includes the following:

Semester I

- Native Awareness and the Criminal Justice System - I
- Introduction to Policing
- Introduction to the Criminal Justice System
- English Composition
- Introduction to Criminology
- First Aid
- Criminal Justice Field Practicum I

Semester 2

- Native Awareness and the Criminal Justice System - I
- Criminal Behaviour in the Native Community
- Introduction to the Canadian Legal System
- Public Speaking and Interviewing
- Introduction to Corrections
- Criminal Justice Field Practicum II

Funding

The course is sponsored by the Urban Native Indian Education Society and the Canada Employment and Immigration Commission. These bodies are, in turn, funded by the federal and provincial governments and the Aboriginal community.

Outcomes and Evaluations

Agencies hosting practicum students have been very supportive of the program. Students have completed practicums with the following agencies:

- Vancouver Police Department;
- RCMP Burnaby Detachment;
- Ports of Canada;
- Municipal police services outside the province (for example, the Calgary Police Service has placed practicum students from this program); and
- other criminal justice agencies.

The police forces have exposed practicum students to many aspects of police work, including practical tasks, such as filling out forms and reports.

As it is an accredited course, the students may continue their studies at Douglas College or other post-secondary institutions with advanced criminology credits.

Students from previous years have gained employment in security, corrections and policing. Some have continued their education at the post-secondary level.

Contact

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Native Education Centre
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5.3 Police-Minority Youth Summer Employment Program
Edmonton Police Service
Edmonton, Alberta

Police and Community Profile

The Edmonton Police Service provides policing services for the city of Edmonton (population: approximately 570,000.

The Aboriginal population of Edmonton is estimated to be 22,000.

The Edmonton Police Force has approximately 1,100 sworn officers. Eighteen of these officers are of Aboriginal ancestry.

History and Development

In 1990, the Edmonton Police Service, in conjunction with Multiculturalism and Citizenship Canada, and Employment and Immigration Canada, developed the Police-Minority Youth Summer Employment Program based on a pilot program initiated in Vancouver in 1989.

The objectives of the program include:

- encouraging visible minority and Aboriginal youth to consider careers in policing; and
- promoting positive relations between the Edmonton Police Service and the diverse cultural communities in Edmonton.

The program was continued in the summer of 1991.

Aboriginal Community Input

The extent of Aboriginal community input into the original program design is unknown. However, feedback is received from participants at the end of the program.

Participants

In 1990, 15 youth participated in this summer program. Five participants were of Aboriginal ancestry.

In 1991, a total of 12 participants, including three Aboriginal youth, were involved in the program.

Design and Delivery

The 1990 program employed the following strategies to recruit and select participants:

- Neighbourhood Foot Patrol Officers, School Resource Officers and Community Service Officers conducted individual recruiting efforts in schools and communities (The Neighbourhood Foot Patrol Unit has 21 officers assigned to work with neighbours throughout the city to identify and solve problems. In addition, eight School Resource Officers conduct liaison programs in schools throughout Edmonton including an Aboriginal/Metis junior high school and ten downtown schools with students from diverse cultural backgrounds. As well, four Community Service Officers (Multicultural Unit) are visible minority civilians employed by the police service to promote interest in, and awareness and understanding of, the Canadian justice system and the policies and practices of the Edmonton Police Service.);
- job postings were distributed to the Native Employment Services Association and the Edmonton Multicultural Society; and
- applications were solicited through the Hire-A-Student Enhanced Services Department.

The recruitment strategies resulted in 80 applications. The police service conducted 50 interviews before making the final selection.

Participants in the program are assigned to work with foot patrol offices under the supervision of either one or two constables. The participants performed the following functions:

- assisting the constables with the day-to-day operation of the offices;
- conducting community analysis and research projects with the constables; and
- accompanying operations members on patrols (Ride-Along Program).[9]

Funding

The Summer Employment/Experience Development (SEED) Program, Employment and Immigration Canada, provided wage subsidies for participants. The Minister of State, Multiculturalism and Citizenship, provided additional funding for the program.

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9. Ride-Along programs are used by municipal, provincial and federal police forces to provide individuals interested in policing with the opportunity to ride along with an officer and experience the work first hand.

Outcomes and Evaluation

The program is reported to have been an unequivocal success as demonstrated by the following:

- the participants evaluating the program were unanimous in their support for its continuation in 1991;
- many participants expressed a desire to pursue policing as a career; and
- supervisors and other police participants enjoyed the program and found it very beneficial.

Respondents note the only criticism of the program made by participants was the desire to perform more employee-related functions. Some participants felt they spent too much time observing rather than participating in police work. More ride-alongs with specialized divisions were recommended for the summer 1991 program.

Contact

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5.4 Pre-Law Enforcement Training Program
RCMP "F" Division
Saskatchewan Indian Institute of Technology
Regina, Saskatchewan

Police and Community Profile

RCMP "F" Division, located in Regina, is responsible for the provision of provincial policing services in the province of Saskatchewan.

An estimated 52 detachments in Saskatchewan provide policing services for approximately 137 Aboriginal communities.

The total population of the Aboriginal communities in the province is approximately 36,000.

History and Development

RCMP "F" Division and the Saskatchewan Indian Institute of Technology are co-sponsoring the Pre-Law Enforcement Program which will be introduced in September 1991.

The Pre-Law Enforcement Program replaces the Pre-RCMP Program, a 17-week Educational and Training Program offered by RCMP "F" Division in conjunction with the Gabriel Dumont Institute in Fort Qu'Appelle. The program was cancelled in 1990 due to lack of funding.

Aboriginal Community Input

The Saskatchewan Indian Institute of Technology is co-sponsoring the project with the RCMP. The Institute is responsible for hiring core instructors and providing the funding for the project.

Target Group

Mature students who have completed grade 10 or 11 and have been out of school for approximately two years or more.

Twenty students will be accepted into the program. Applications are being accepted from all over Saskatchewan.

Design and Delivery

The Saskatchewan Indian Institute of Technology developed the two year Pre-Law Enforcement Training Program in conjunction with the RCMP. Based on the experience of the first Pre-RCMP Program, it was felt that a broader curriculum and a course of longer duration was

required. The program will provide participants with a grade 12 education and will incorporate course work in the following areas:

- Writing Skills;
- Communication Skills;
- Life Skills;
- Mathematics;
- Physical Fitness; and
- Criminal Justice System.

Graduates will be prepared to meet entrance requirements for the RCMP, as well as other police forces and post-secondary institutions. Graduates may pursue careers in the law enforcement or criminal justice fields.

Program participants will be offered summer employment by the RCMP under the Aboriginal Summer Student Program.

The program will be held in an Aboriginal community. Basing the program in an Aboriginal community limits taxation and allows Aboriginal students to continue receiving their benefits.

Funding

The program budget is $180,000 per year. The Saskatchewan Indian Institute of Technology is providing funding. The RCMP will provide personnel to assist with instruction.

Outcomes and Evaluations

Forthcoming.

Contact

Constable W.J. McNabb
RCMP "F" Division
6101 Dewdney Avenue
Regina, Saskatchewan
S4P 3K7
Tel: (306) 780-6457
Fax: (306) 780-5410

The Pre-RCMP Program was also identified by respondents from RCMP Kamsack Detachment and RCMP Fort Qu'Appelle Detachment in Saskatchewan.

5.5 Aboriginal Supernumerary Special Constables Summer Student Program RCMP "F" Division Regina, Saskatchewan

Police and Community Profile

RCMP "F" Division, located in Regina, is responsible for the provision of policing services in the province of Saskatchewan.

An estimated 52 detachments in Saskatchewan provide policing services for approximately 137 Aboriginal communities.

The total population of these communities is approximately 36,000.

History and Development[10]

In 1987, RCMP "F" Division, in conjunction with the Federation of Saskatchewan Indian Nations (FSIN) and Indian and Northern Affairs Canada (INAC) introduced the Aboriginal Summer Student Program. Respondents note this program was the first of its kind in Canada.

The program provides summer jobs with the RCMP and city police services for individuals of Aboriginal ancestry who are either registered in a post-secondary educational institution or have the equivalent of grade 12 plus one year's work experience.

The main objectives of the program are:

- to allow students to work in a policing environment and learn about the criminal justice system from the policing perspective;
- to enhance the awareness of non-Aboriginal personnel regarding Aboriginal cultures, customs, rights and concerns in order to increase their sensitivity to and appreciation of the values and aspirations of Aboriginal peoples; and
- to promote communication and understanding between police and Aboriginal communities.

Aboriginal Community Input

The extent of Aboriginal community input into the original program design is unknown. However, feedback is received from participants at the end of the program.

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10. The information in this sub-section is based on a program summary, *Native Supernumerary Special Constables* (Revised: June 28, 1990, "F" Division, Regina, Saskatchewan), and a sample evaluation questionnaire provided by "F" Division.

Participants

To date, applicants have been drawn from the Pre-Law Enforcement Training Program and the earlier Pre-RCMP Program, as well as other educational, college and university programs.

In 1990, the program involved 22 students.

Eligible participants must meet the following criteria:

- be of Aboriginal ancestry;
- be 19 years of age or over prior to beginning work;
- have a Saskatchewan driver's licence; and
- be physically fit.

Applicants who meet the basic qualifications must complete the following steps in the application process:

- complete a Suitability Screening Form;
- complete a Reliability Screening Form;
- have a doctor complete a Medical Form; and
- attend a local RCMP Detachment and have fingerprints taken.

Applications are forwarded to Recruiting, RCMP "F" Division, for processing.

RCMP members travel to universities and colleges to find recruits for the program.

Design and Delivery

RCMP "F" Division coordinates the program and is responsible for hiring and placing participants. The program commences in early May with a one week orientation course for participants held at the RCMP Training Academy in Regina.

Successful applicants are appointed Supernumerary special constables. These special constables wear the regular RCMP uniform but do not carry firearms. They are placed with RCMP Detachments throughout the province and work for sixteen weeks under the supervision of a regular member. In some cases, RCMP summer students have also been placed with Municipal police forces.

While under supervision, the Supernumerary constables have the same authority as other police officers.

Supernumerary constables are paid on an hourly basis and work 37.5 hours per week.

Funding

In 1990, the program cost $60,000. The Federation of Saskatchewan Indian Nations (FSIN) and Indian and Northern Affairs Canada (INAC) provide funding for the program.

Outcomes and Evaluations

Through the summer placements, participants have an opportunity to experience police work first hand. This gives both the students and the police a chance to complete an evaluation and to determine if the individual is suited for a career in law enforcement.

To date, the program has had the following results:

- a better understanding of law enforcement by all those involved in the program;
- a large increase in Aboriginal applicants for the force; and
- several students involved in the program have been hired by either the RCMP or Municipal police forces.

All participants complete a six-page evaluation at the conclusion of the program.

Contact

Sergeant Dave LeBlanc, Constable W.J. McNabb
RCMP "F" Division
6101 Dewdney Avenue
Regina, Saskatchewan
S4P 3K7
Tel: (306) 780-6457
Fax: (306) 780-5410

6. ADDITIONAL RESPONSES

6.1 Aboriginal Policing Arrangements

RCMP Option 3(b) Aboriginal Constable Program

The following respondents identified the RCMP 3(b) Option Program as an initiative designed to enhance policing in Aboriginal communities:

Sergeant A.J. Barnes
RCMP Mackenzie Detachment
Box 280
Mackenzie, British Columbia
V0J 2C0
Tel: (604) 997-3288

Corporal W.A. McKinnon
RCMP Pinehouse Detachment
General Delivery
Pinehouse, Saskatchewan
S0J 2B0
Tel: (306) 884-2122

Sergeant D.R. King,
Constable N.M. Bernard,
Constable D.E. MacDonald
RCMP Baddeck Detachment
Box 400
Baddeck, Nova Scotia
B0E 1B0
Tel: (902) 295-2350

O.P.P. First Nations Constable Program

The following respondents identified the First Nations Constable Program as an initiative designed to enhance policing in Aboriginal communities:

Detachment Commander
Chatham O.P.P. Detachment
Box 990
Chatham, Ontario
N7M 5L6
Tel: (519) 352-7660

Sergeant T.W. Ferri
Ear Falls O.P.P. Detachment
Box 126
Ear Falls, Ontario
P0V 1T0
Tel: (807) 222-3112

Staff Sergeant T.N. McDermott
Cobourg O.P.P. Detachment
Box 8
Cobourg, Ontario
K9A 4K2
Tel: (416) 372-5421

Sergeant W.J. Sasse
Glencoe O.P.P. Detachment
157 Water Street, Box 306
Glencoe, Ontario
N01 1M0
Tel: (519) 287-2620

Constable D.A. Young
O.P.P. Little Current Detachment
Box 490
Little Current, Ontario
P0P 1K0
Tel: (705) 368-2200

Staff Sergeant G.D. Kingshott
Parry Sound O.P.P. Detachment
Box 458
Parry Sound, Ontario
P2A 2X5
Tel: (705) 746-4225

Sergeant W.J. Diablo
Rainy River O.P.P. Detachment
Box 10
Rainy River, Ontario
P0W 1L0
Tel: (807) 852-3271

Autonomous Aboriginal Policing Services

The following respondents identified autonomous Aboriginal policing services as services developed to enhance policing in Aboriginal communities:

Chief of Police Kerry George
Kwanlin Dun Police Force
154 Tlinglit Street
Whitehorse, Yukon
Y1A 2Z1
Tel: (403) 667-4803

Chief of Police Arrol Crier
Hobbemma Tribal Police
Box 570
Hobbema, Alberta
T0C 1N0
Tel: (403) 585-3767
Fax: (403) 585-3862

The following respondents indicated that they were involved in the establishment of a regional Aboriginal police force:

Acting Staff Sergeant L.A.J. Veenendaal
Nishnawbe-Aski Nation
O.P.P. Northwester Patrol Unit
Box 128
Sioux-Lookout, Ontario
P0V 2T0
Tel: (807) 737-1383
Fax: (807) 737-3241

6.2 Aboriginal Police Officer Training

"D" Division (Manitoba) On-the-Job and Field Training Programs

The following respondents identified the "D" Division On-the-Job and Field Training Programs provided to First Nations constables by local RCMP Detachments:

Corporal J.W.E. Mahoney
RCMP Elphinstone Detachment
Box 70
Elphinstone, Manitoba
R0J 0N0
Tel: (204) 625-2138

Sergeant F.G. Kristjanson
RCMP Ste. Rose du Lac
Box 419
Ste. Rose du Lac, Manitoba
R0L 1SP
Tel: (204) 447-2513

Corporal M.B. McNeil
RCMP Gillam Detachment
Box 309
Gillam, Manitoba
R0B 0L0
Tel: (204) 652-2200

Constable F. King, Constable G. DeLaronda
RCMP Thompson Detachment
122 Selkirk Avenue
Thompson, Manitoba
R8N 0M9
Tel: (204) 677-2344

Constable G.P. Goresky
RCMP Gypsumville Detachment
Box 179
Gypsumville, Manitoba
R0C 1J0
Tel: (204) 659-2682

Basic Recruit and In-Service Training Programs

The following respondents identified recruit and in-service training provided to all O.P.P. officers (Aboriginal and non-Aboriginal) at the Provincial Police Academy:

Sergeant Garry Crabtree
Provincial Police Academy
P.O. Box 226
Brampton, Ontario
L6V 2L1
Tel: (416) 459-4193
Fax: (416) 324-3688

Constable D.L.M. Belisle
Peterborough O.P.P. Detachment
453 Lansdowne Street East
Peterborough, Ontario
K9J 6Z6
Tel: (705) 742-0401
Fax: (705) 748-4956

Sergeant R. Porpealia
O.P.P. Provincial Police District #14
Box 399
Sault Ste. Marie, Ontario
P6A 5M1
Tel: (705) 945-6836
Fax: (705) 945-2097

Acting Sergeant I.F. Carrie
Sturgeon Falls O.P.P. Detachment
Box 1000
Sturgeon Falls, Ontario
P0H 2G0
Tel: (705) 753-2990

Staff Sergeant J.H.L. Redpath
London O.P.P. Detachment
823 Exeter Road
London, Ontario
N6E 1W1
Tel: (519) 681-0300
Fax: (519) 685-5653

Sergeant S. McFadden
Orillia O.P.P. Detachment
Box 206
Orillia, Ontario
L3V 6J3
Tel: (705) 326-3536

On-the-Job Support Programs

The following respondent indicated that On-the-Job support is provided to Aboriginal police officers through weekly meetings at the detachment or the First Nation office:

Corporal R.J. Marlin
RCMP Crystal City Detachment
P.O. Box 430
Crystal City, Manitoba
Tel: (204) 873-2413

6.3 Recruiting Policies and Strategies

Public Education Programs

The following RCMP Detachments identified Aboriginal Recruitment Programs in which officers participate in career days at schools or community colleges to address potential recruits:

Crime Prevention/Victim Services
Coordinator
RCMP Hope Detachment
P.O. Box 40
Hope, British Columbia
V0X 1L0
Tel: (604) 869-2433
Fax: (604) 869-7455

Constable D. Cunningham
RCMP High Prairie Detachment
Box 1230
High Prairie, Alberta
T0G 1E0
Tel: (403) 523-3378

Constable Jim Coupal
RCMP Fort McMurray Detachment
425 Gregoire Drive
Fort McMurray, Alberta
T9H 4K7
Tel: (403) 791-2113
Fax: (403) 743-4186

Staff Sergeant Jim Carter
RCMP Liverpool Detachment
Box 1767
Liverpool, Nova Scotia
B0T 1K0
Tel: (902) 354-7236

Constable Claude O'Hara
RCMP New Minas Detachment
18 Jones Road
New Minas, Nova Scotia
B4N 3N1
Tel: (902) 678-3213

Local Recruitment Initiatives

The following provincial police services and detachments identified local and provincial recruitment initiatives, which encompass a variety of activities, including presentations, advertisements, ride-alongs and others:

Corporal P.N. Haugen
RCMP Kelowna Detachment
350 Doyle Avenue
Kelowna, British Columbia
V1Y 6V7
Tel: (604) 762-3300

Constable Gary W. Stevens
RCMP Merrit Detachment
R.R. #1
Merrit, British Columbia
V0K 2B0
Tel: (604) 378-4262

J.W. Barr
RCMP Fort Smith Detachment
Box 26
Fort Smith, Northwest Territories
X0E 0P0
Tel: (403) 872-2107

Sergeant M.R. Devaney
RCMP Rosthern, Saskatchewan
Box 969
Rosthern, Saskatchewan
S0K 3R0
Tel: (302) 232-4844

Staff Sergeant T.N. McDermott
Cobourg O.P.P. Detachment
Box 8
Cobourg, Ontario
K9A 4K2
Tel: (416) 372-5421

Constable D.L.M. Belisle
Peterborough O.P.P. Detachment
453 Lansdowne Street East
Peterborough, Ontario
K9J 6Z6
Tel: (705) 742-0401
Fax: (705) 748-4956

Inspector G.D. Vickery
London Police Force
601 Dundas Street
London, Ontario
N6B 1X1
Tel: (519) 661-5661
Fax: (519) 645-1908

Lieutenant Jacques Letendre
Sûreté du Québec
1701 Parthenais Street
Montreal, Quebec
H2L 4K7
Tel: (514) 598-4644
Fax: (514) 598-4833

Sergeant W.J. Lawrence
O.P.P. Blind River Detachment
Box 400
Blind River, Ontario
P0R 1B0
Tel: (705) 356-2244

Staff Sergeant D.R. Hewitson
O.P.P. Bala Detachment
Box 281
Bala, Ontario
P0C 1A0
Tel: (705) 762-3304

Sergeant M.G.C. Hudson
Forest O.P.P. Detachment
Box 130
Forest, Ontario
N0N 1J0
Tel: (519) 786-2349

Staff Sergeant R.W. Beatty
Thessalon O.P.P. Detachment
Box 160
Thessalon, Ontario
P0R 1L0
Tel: (705) 842-3243

Liaison Officer
O.P.P. Sioux Narrows Detachment
Box 355
Sioux Narrows, Ontario
P0X 1N0
Tel: (807) 226-5211

The following respondents provided information on local recruitment initiatives which are delivered by, or in, conjunction with Aboriginal police officers:

Corporal D.N. McGowan
RCMP Baker Lake Detachment
Box 250
Baker Lake, Northwest Territories
X0C 0A0
Tel: (819) 793-2922
Fax: (819) 793-2149

Corporal Gary Buerk
RCMP Coral Harbour Detachment
General Delivery
Coral Harbour, Northwest Territories
X0C 0C0
Tel: (819) 925-9954
Fax: (819) 925-8474

Sergeant Bert Clarke
RCMP Amaranth Detachment
Box 118
Amaranth, Manitoba
R0H 0B0
Tel: (204) 843-2691

Recruiting: Information Materials

The following municipal police services identified recruitment initiatives involving the development of information materials (e.g., brochures, booklets, videos):

Sergeant Terry Friday
Ottawa Police
474 Elgin Street
Ottawa, Ontario
K2P 2J6
Tel: (613) 236-0311
Fax: (613) 236-7351

Inspector Dale F. Donaghue
Sault Ste. Marie Police Service
Box 235, 580 Second Line East
Sault Ste. Marie, Ontario
P6A 5L6
Tel: (705) 759-7324
Fax: (705) 759-7820

Sergeant S.E. McMillan
Kenora O.P.P. Headquarters
P.O. Box 1080
Kenora, Ontario
Tel: (807) 468-3357

Ride-Along and Shadow Programs

The following RCMP respondents identified Ride-Along Programs (also known as the RCMP Work Experience Program) and/or Shadow Programs as a mechanism for interesting community members in policing and encouraging recruitment:

Sergeant Scott
RCMP Boyle Detachment
Box 58
Boyle, Alberta
T0A 0M0
Tel: (403) 689-3622

Sergeant P.E. Rawlick
RCMP Carrot River Detachment/
Red Earth Native Policing Unit
Box 127
Carrot River, Saskatchewan
S0E 0L0
Tel: (306) 768-2713

Constable Dorothy R. Weaseefat
RCMP Gleichan Detachment
P.O. Box 340
Gleichan, Alberta
T0J 1N0
Tel: (403) 734-3923

Corporal R.I. Strawson
RCMP Rose Valley Detachment
Box 70
Rose Valley, Saskatchewan
S0E 1M0
Tel: (306) 322-2244

Corporal D.A. Hardy
RCMP Ile a-la-Crosse Detachment
Box 40
Ile a-la-Crosse, Saskatchewan
S0M 1C0
Tel: (306) 833-2063

6.4 Pre-employment Training and Education

RCMP Aboriginal Constable Development Program

The following respondents identified either local level implementation of the RCMP Aboriginal Constable Development Program or identified the National Program itself:

Sergeant Denis Popik
RCMP Port Alberni
4110-6 Avenue
Port Alberni, British Columbia
Tel: (604) 723-2428
Fax: (604) 723-4285

Staff Sergeant G.R. McHardy
RCMP Melfort Detachment
Box 3783
Melfort, Saskatchewan
S0E 1A0
Tel: (306) 752-2848

Sergeant R.S. Brakefield-Moore
RCMP Roblin Detachment
Box 1024
Roblin, Manitoba
R0E 1P0
Tel: (204) 937-2164

Sergeant F.G. Kristjanson
RCMP Ste. Rose du Lac
Box 419
Ste. Rose du Lac, Manitoba
R0L 1S0
Tel: (204) 447-2513

Staff Sergeant F.T. Martin
RCMP Saskatoon Detachment
1721-8th Street
Saskatoon, Saskatchewan
S7H 0T4
Tel: (306) 975-5173

RCMP "F" Division Pre-Law Enforcement Training Programs

The following respondents identified the RCMP "F" Division Pre-Law Enforcement Program:

Staff Sergeant D.J.F. Botterill
RCMP Fort Qu'Appelle Detachment
Box 910
Fort Qu'Appelle, Saskatchewan
S0G 1S0
Tel: (306) 332-5641

Non-Commissioned Officer-in-charge
Kamsack Detachment
Box 369
Kamsack, Saskatchewan
S0A 1S0
Tel: (306) 542-2555

Summer Student (Supernumerary) Constable Programs

The following respondents identified RCMP Summer Student (Supernumerary constable) Programs:

Sergeant Colin Crocker
Aboriginal Policing Coordinator
RCMP "G" Division
Bag 5000
Yellowknife, Northwest Territories
X1A 2R3
Tel: (403) 920-8359
Fax: (403) 873-3633

Constable B.J. Day
RCMP Broughton Island Detachment
General Delivery
Broughton Island, Northwest Territories
X0A 0B0
Tel: (819) 927-8967
Fax: (819 927-8309

Constable Brian Edmunson
RCMP Fort Good Hope
General Delivery
Fort Good Hope, Northwest Territories
X0E 0H0
Tel: (403) 598-2411
Fax: (403) 598-2920

Non-Commissioned Officer-in-charge
RCMP Loon Lake Detachment
Box 250
Loon Lake, Saskatchewan
S0M 1L0
Tel: (306) 837-2065

Non-Commissioned Officer-in-charge
RCMP Yorkton Detachment
Box 340
Yorkton, Saskatchewan
S3N 2W2
Tel: (306) 633-2101

Sergeant Donald Zboya,
Constable John Young
Calgary Police Service
316-7 Avenue South East
Calgary, Alberta
T2G 0J2
Tel: (403) 268-8399
Fax: (403) 268-8393

Auxiliary Policing Programs

The following respondents identified Auxiliary Policing Programs as mechanisms for encouraging the volunteer involvement of Aboriginal community members in policing:

Constable Dave Wilkinson
RCMP Barriere Detachment
Box 360
Barriere, British Columbia
V0E 1E0
Tel: (604) 672-9918

Constable A. Irvine
RCMP Lac La Biche Detachment
Box 810
Lac La Biche, Alberta
T0A 2C0
Tel: (403) 623-4012

Staff Sergeant R.A. (Bob) Nahrgang
RCMP Charlottetown Detachment
153 Maypoint Road
Charlottetown, Prince Edward Island
C1E 1X5
Tel: (902) 566-7100
Fax: (902) 566-7119

Pre-Employment Training for Clerical/Civilian Staff

RCMP "F" Division currently sponsors a Temporary Work Placement Program for Aboriginal persons interested in gaining work experience in food services, or in clerical or administrative areas:

Constable W.J. McNabb,
Sergeant Dave LeBlanc
RCMP "F" Division
6101 Dewdney Avenue
Regina, Saskatchewan
S4P 3K7
Tel: (306) 780-6457
Fax: (306) 780-5410

The seven reports included in the Aboriginal Policing Programs in Canada series are:

I. Aboriginal Police Officer Development and Policing

This report highlights examples of current Aboriginal policing arrangements which employ Aboriginal police officers as well as training initiatives for Aboriginal police officers and strategies for recruiting personnel. This includes Aboriginal Policing Arrangements; Aboriginal Police Officer Training; Recruiting: Policies and Practices; and Pre-Employment Training and Education Programs.

II. Aboriginal Cultural Awareness

This report highlights initiatives intended to increase the level of mutual understanding and respect between non-Aboriginal police officers and the members of the Aboriginal communities they serve. This includes Aboriginal Policing Conferences; and Cultural Awareness Training Programs.

III. Increasing Access to Policing Services

This report highlights Special Programs that are being used to increase police presence in Aboriginal communities. This includes Community Patrols; Storefront Offices; Community-Based Work Stations; and Satellite Detachments.

IV. Police-Community Communication and Liaison

This report highlights initiatives in which police and community members work together to improve policing services and address issues of mutual concern. This includes Public Education and Liaison Strategies; Police-Community Advisory Groups; and Inter-Agency Cooperation.

V. Focus on Youth

This report describes the involvement of police services in Crime Prevention and Community Relations Programs aimed primarily at young people in Aboriginal communities. In addition, it illustrates examples of police involvement in services for young offenders and youth at risk. This includes Recreational, Educational and Skills Development Programs; and Services for Young Offenders and Youth at Risk.

VI. Taking Action Against Substance Abuse

This report highlights police involvement in the development and delivery of Alcohol, Drug and Solvent Abuse Awareness Programs in Aboriginal communities. This includes Substance Abuse Education/Awareness and Prevention Programs.

VII. Meeting the Needs of Victims and Offenders

This report highlights police involvement in the development and delivery of programs designed to assist both victims and offenders in Aboriginal communities. This includes Child Sexual Abuse Treatment Programs and Support Groups; Child Sexual Abuse and Family Violence Education; Victim Assistance Programs and Protocols; and Alternatives for Offenders.

For more information on how to obtain other reports in the series contact:

Aboriginal Policing Directorate
Solicitor General of Canada
340 Laurier Avenue West
Ottawa, Canada
K1A 0P8
Tel: (613) 991-5475